

University of Colorado Hospital

Evidence-Based Practice Champion Team Guidelines

Introduction

The purpose of this document is to assist teams seeking champion designation to clearly define the team purpose based on one evidence-based concept that impacts patient care across the organization. An additional goal of this process is to clearly define when the term 'champion team' is used in naming a new initiative/team.

Situation: Review of best evidence is a key element in all UCH functions. However it is important to differentiate committees that are operational in function contrasted to clinical practice built on evidence-based practice (EBP). At UCH, "Champions" support evidence-based practice initiatives that focus on improvement of clinical practice to optimize patient outcomes. The champion team has a central clinical concept which is the primary focus of the team's purpose. The review of best evidence and ongoing application of evidence in practice related to the clinical concept is the central mission of the team. A champion team should be multidisciplinary and have a broad scope of practice, cross all/or many practice areas to include inpatient and outpatient practice environments.

Background: Historically, UCH has used the title "champion" in the development of EBP committees. Champions are the clinical nurses and other staff members of these teams who explore current evidence and support moving this evidence into practice. *Titler, M. & Everett, L. (2001)* define Change Champions as those who promote the use of evidence in practice; practitioners from the local group who continually promote the new evidence-based idea. *Fineout-Overholt et al (2005)* state that champions are bedside clinicians who challenge nursing practices through inquiry, observation, analysis, and synthesis of internal data and published evidence, application of synthesized evidence, and evaluation of subsequent outcomes; they are role models in the ownership of their clinical practice. Champion teams should be able to demonstrate EBP as the central function of the team charter.

Assessment: The champion team is committed to continuous quality improvement through ongoing review of new or evolving practice-related evidence. To ensure new and existing teams are functioning as champions, the team should outline the following in their Charter and ongoing functions for the hospital:

1. Ongoing review the evidence as part of meeting agendas;
2. Journal Club at least twice a year,
3. Clearly define the clinical problem/EBP practice change that the team will address/provide focus for improved practice,
4. Develop/design/translate EBP practice implementations across the organization,
5. Members will role model EBP practice/change, and
6. Measure the outcomes of the implementation/practice change(s).

Recommendation: Champion be used in the title of a committee or team only when evidence-based practice is a central element of the work of the group and guides the group's functions. Process for new Champion Team includes:

1. Completing Committee Charter outlining the EBP focus of the proposed new team.
 - a. Forms are found on the HUB/Departments&Services/Champions/committees/councils/Shared Leadership Tool Kit
2. Review the *Magnet Model Components* document (found in the Shared Leadership Tool Kit) and clearly identify which elements of the *New Knowledge, Innovations, & Improvements* component will be addressed by the proposed new champion team.
3. Request a meeting with division director/leadership to clearly define fiscal considerations, and operational scope of proposed team. Confirm with director, financial support from the VP/CNO.
4. Request to attend and present the EBP Champion team request to the Research and EBP Council (email: kathy.oman@uch.edu). Pending their recommendation:
5. If the team is recommended to become a Champion Team designation, a RNS will be assigned as a liaison.
6. Contact HUB for placing information on the intranet.